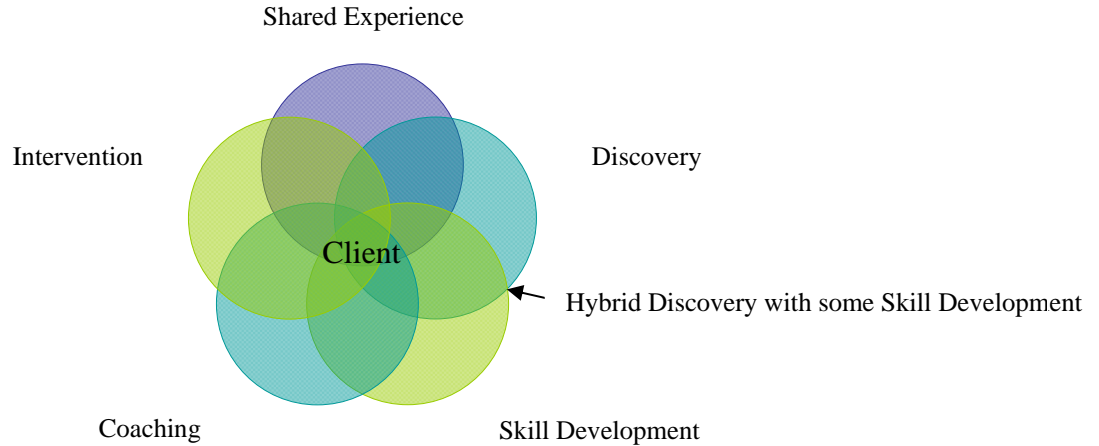


6 Types of Training Solutions



1. **Shared Experience**- Motivationally oriented; light activities that build relationships and are fun.
Characteristics: high energy, fun, shared experience, benefits are short-term
Time: usually 1-8 hours
2. **Discovery**- Experience oriented; more challenging activities that explore the stages of group formation. Working together to grow through experience.
Characteristics: high energy, challenging, looks at group process and relationship, asks the questions *so what?* and *now what?* to bring back to the workplace.
Time: usually 4 to 8 hours, can be multiple days
- 2.5 **Hybrid Discovery with some Skill Development**- Same as #2... additionally offering and tying-in tools for skill development.
3. **Skill Development = Leadership and Personal Development (through Active Learning)**- Learning oriented; based on classroom oriented models and tools with experiential activities to test and solidify the learning for professional and personal development.
Characteristics: medium energy; covers larger breadth of information; more time to learn and reinforce new ways of thinking and develop long-term behavioral change
Time: usually offered over multiple days
4. **Coaching**- One on one oriented; partnership between an individual (or team) and their coach to help the former produce specific results quickly. Coach aids individuals (or teams) to come up with their own solutions.
Characteristics: high buy-in; focused on creating rapid movement, takes willingness, commitment, and risk to create movement
Time: usually 6-9 months
5. **Intervention**- In depth oriented; Outside help is brought in to help with specific areas, issues, and opportunities.
Characteristics: good choice if problem is too tough or very touchy to handle internally, outcomes unpredictable
Time: time as needed